

SAFER HIRE case study

NATIONAL ROOFING COMPANY SAVES OVER \$312K IN FIRST YEAR BY WORKING WITH SAFER HIRE



Summary

Company Challenge:

A National Roofing company faced frequent workers' compensation claims, including both real and fraudulent cases, and struggled to identify safety-oriented candidates

Solution with Safer Hire:

After being introduced to Safer Hire by their insurance broker, the organization implemented Safer Hire's simple 9 min. pre-hire screen with great success. Eliminating candidates with an "entitlement mentality" early on helped reduce the cost of downstream expenses, such as physicals, background checks and drug testing.

Outcome:

The roofing company reduced employee wc claims, employee turnover and improved the overall quality of their workforce BEFORE they could incur costs, enabling them to create a safer, more reliable workforce.

The client realized the following benefits:

- **Reduced work comp claim costs.**
- **Lower turnover rates.**
- **Compounded long-term savings.**

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"Based on the answers we can now see; I know we have insight into applicants we never had before." – SH Client

Key Findings

Overall Candidate Results

Data Overview (Oct 2023 - Oct 2024):

- **897 candidates** screened using Safer Hire.
- **26% of candidates** flagged as "high-risk" due to admissions to risky behaviors, including:



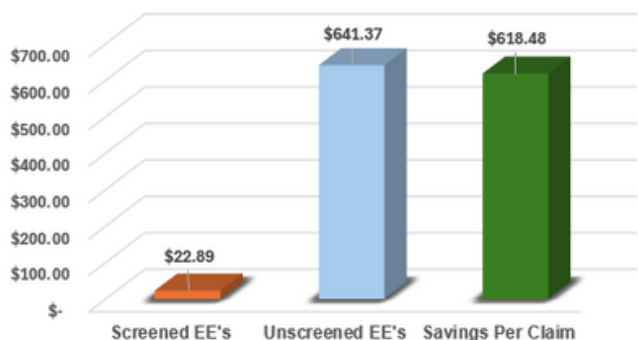
Workers Compensation Claims Reduction

- **83% reduction** in frequency of claims
- **86% reduction** in the average claim costs
- **ROI Exceeding 40:1** in cost savings.

Cost of Claims Overview:

- \$641.37 - Average claim cost (unscreened employee)
- \$22.89 - Average claim cost (screen employee)
- **\$618.48 - Average savings per claim!**

Cost of Claims Overview



Turnover Analysis

The team analyzed turnover at several different time intervals: **10 days, 30 days, 60 days and 90 days.**

At all intervals, voluntary turnover was higher among untested hires than among tested hires. This ranged from 106% higher turnover at 10 days to 26% higher turnover at 90 days.

This suggests that **Safer Hire is very effective at reducing early voluntary turnover in new hires.**

Disclaimer: Most clients cover their annual investment in the first month when they avoid their first one or two bad hires.